CARPENTERS
46 NORTHERN CALIFORNIA COUNTIES MASTER AGREEMENT

WAGE & FRINGE BENEFIT RATES
WORK WEEK CALENDAR

CARPENTERS
46 NORTHERN CALIFORNIA COUNTIES CONFERENCE BOARD
265 Hegenberger Road, Suite 220
Oakland, CA 94621-1480

(510) 430-9706
Hours: Mon. - Fri.: 8:00 a.m. - 5:00 p.m.

NORTHERN CALIFORNIA
CARPENTERS REGIONAL COUNCIL
265 Hegenberger Road, Suite 200
Oakland, CA 94621-1480

(510) 568-4788

Counts of:

TO ALL SIGNATORY EMPLOYERS PERFORMING WORK IN THE 46 NORTHERN CALIFORNIA COUNTIES: THE CARPENTER AGREEMENT PROVIDES FOUR WAGE RATES BASED UPON THE COUNTIES IN WHICH THE WORK IS PERFORMED.

Area 1: Counties of: Alameda, Contra Costa, Marin, Napa, San Francisco, San Mateo, Santa Clara, Solano and Sonoma

Area 2: Counties of: Monterey, San Benito and Santa Cruz

Area 3: Counties of: Sacramento, Yolo, San Joaquin, Western placer & and Western El Dorado*

Area 4: Counties of: Alpine, Amador, Butte, Calaveras, Colusa, Del Norte, Eastern El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Mariposa, Mendocino, Merced, Modoc, Nevada, Eastern placer, Plumas, Shasta, Sierra, Siskiyou, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne and Yuba

* Western Placer County includes territory west of and including Highway 49. Western El Dorado County includes territory west of and including Highway 49 and territory inside the city limits of Placerville.

JOURNEYMAN WAGE RATES EFFECTIVE 7/1/2019

<table>
<thead>
<tr>
<th>Area</th>
<th>Carpenters</th>
<th>Bridge Builder/Highway Carpenter</th>
<th>Hardwood Floorlayers</th>
<th>Shinglers</th>
<th>Power Saw Operators</th>
<th>Steel Scaffold &amp; Shoring Erectors</th>
</tr>
</thead>
<tbody>
<tr>
<td>Area 1</td>
<td>$50.50</td>
<td>44.62</td>
<td>44.62</td>
<td>43.27</td>
<td>44.77</td>
<td>44.77</td>
</tr>
<tr>
<td>Area 2</td>
<td>$50.50</td>
<td>44.62</td>
<td>44.62</td>
<td>43.27</td>
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<td>44.77</td>
</tr>
<tr>
<td>Area 3</td>
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<tr>
<td>Area 4</td>
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</tbody>
</table>

Fringe Benefits — Entire 46 Counties Area

Effective: 7/1/2019

Health & Welfare (H&W) $11.45
Pension (PEN) 10.40
Annuity (ANN) 2.25
**Vacation (VAC) 2.95
**Work Fee (WF) 2.07
Apprentice/Journeyman Training (TR) 0.98
Vacation/Holiday/Sick Leave Admin. (VHSLA) 0.10
Industry Promotion (IP) 0.07
Carpenters International Training Fund (CITF) 0.10
Contract Work Preservation (CWP) 0.05
Carpenter Employers Contract Administration (CECA) 0.07

CARPENTER APPRENTICE WAGE RATES AND SCHEDULE OF BENEFITS EFFECTIVE 7/1/2019

<table>
<thead>
<tr>
<th>Period</th>
<th>Percentage Fringes</th>
</tr>
</thead>
<tbody>
<tr>
<td>First 0-6 Mos.</td>
<td>60% H&amp;W, WF, TR, VSLA, P, CTF, CWP, CECA</td>
</tr>
<tr>
<td>Second 7-12 Mos.</td>
<td>65% H&amp;W, WF, TR, VSLA, P, CTF, CWP, CWA, VAC</td>
</tr>
<tr>
<td>Third 13-18 Mos.</td>
<td>70% H&amp;W, WF, TR, VSLA, P, CTF, CWP, CWA, VAC, ANN</td>
</tr>
<tr>
<td>Fourth 19-24 Mos.</td>
<td>75% H&amp;W, WF, TR, VSLA, P, CTF, CWP, CWA, VAC, ANN</td>
</tr>
<tr>
<td>Fifth 25-30 Mos.</td>
<td>80% All Fringes</td>
</tr>
<tr>
<td>Sixth 31-36 Mos.</td>
<td>85% All Fringes</td>
</tr>
<tr>
<td>Seventh 37-42 Mos.</td>
<td>90% All Fringes</td>
</tr>
<tr>
<td>Eighth 43-48 Mos.</td>
<td>95% All Fringes</td>
</tr>
</tbody>
</table>

** VACATION AND WORK FEE AMOUNTS ARE ADDED TO THE HOURLY RATE TO ESTABLISH THE GROSS PAY. THE GROSS AMOUNT IS SUBJECT TO NORMAL PAYROLL DEDUCTIONS. AFTER NORMAL DEDUCTIONS, THE FULL VACATION AND WORK FEE CONTRIBUTIONS ARE DEDUCTED, REPORTED AND PAID TO THE APPROPRIATE TRUST FUND.
### CARPENTERS
#### 46 NORTHERN CALIFORNIA COUNTIES MASTER AGREEMENT

#### WAGE & FRINGE BENEFIT RATES

#### WORK WEEK CALENDAR

#### CARPENTERS
46 NORTHERN CALIFORNIA COUNTIES CONFERENCE BOARD
265 Hegenberger Road, Suite 220
Oakland, CA 94621-1480

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#### FRINGE BENEFITS — ENTIRE 46 COUNTIES AREA

**AFTER NORMAL DEDUCTIONS, THE FULL VACATION AND WORK FEE CONTRIBUTIONS ARE DEDUCTED, REPORTED AND PAID TO THE APPROPRIATE TRUST FUND.**

#### CARPENTER APPRENTICE WAGE RATES AND SCHEDULE OF BENEFITS

#### EFFECTIVE 7/1/2019

#### CARPENTER EMPLOYERS CONTRACT ADMINISTRATION (CECA)

#### CARPENTER JOURNEYMAN WAGE RATES EFFECTIVE 7/1/2019

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<td>$30.30</td>
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#### NORTHERN CALIFORNIA
Carpenters Regional Council

Counties of:

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**Counties of:**

**(work fee)........................................................................ 2.07**

**Industry Promotion (IP).................................................... 0.07**

**Contract Work Preservation (CWP).................................. 0.05**

**Carpenters International Training Fund (CITF).................... 0.10**

**Carpenters Employers Contract Administration (CECA)........ 0.07**

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**Effective: 7/1/2019**

**Health & Welfare (H&W).................................................. $11.45**

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**Contract Work Preservation (CWP)................................ 0.05**

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**Total: $50.65**

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